

## **Fair Competition Policy**

### **Our principle**

We support free and fair competition.

### **Policy**

Lintec & Linnhoff Holdings Pte. Ltd. & its subsidiaries (“**LINTEC & LINNHOFF**”) competes openly and fairly in the marketplace and complies fully with all relevant competition laws.

### **Implementation**

LINTEC & LINNHOFF Personnel shall not propose or enter into agreements with competitors which restrict any aspect of their commercial activity. This includes, but is not limited to, any verbal or written agreement or implicit understanding regarding

- prices,
- discounts or rebates,
- costs, profits or profit margins,
- marketing and promotions,
- allocation of sales territories or customers,
- product or service offerings,
- production capacity and production plans,
- the distribution of products in markets,
- dictating resale prices to distributors,
- bidding processes or participation in tenders,
- research and development,
- conditions of sale or purchase, and
- limiting business with suppliers, customers or distributors.

### **Collection and use of market intelligence**

LINTEC & LINNHOFF may obtain information about its markets, including its competitors, in the normal course of business. Market intelligence shall be obtained only from legally permitted sources and by legal means.

All business decisions shall be based on LINTEC & LINNHOFF’s own market evaluations and without coordination or collusion with competitors. This includes decisions on

- target markets and customers,
- products and service offerings,
- means of bringing these products and services to customers,
- pricing and terms and conditions of sale,

- participation in bidding processes, and
- mergers, acquisitions and divestments.

### **Collaboration with competitors**

LINTEC & LINNHOFF may work with competitors on clearly defined projects (e.g., in consortia bidding for customer contracts). LINTEC & LINNHOFF may also collaborate with competitors, for example, in research and development, purchasing and marketing or development of technical norms and standards.

Before entering into such collaborations, legal advice shall be taken. All such collaborations shall be based on written agreements which set out the rights and obligations of each party and provide appropriate safeguards to comply with relevant competition laws.

### **Participation and memberships of industry and business associations**

LINTEC & LINNHOFF supports and is active in various industry associations and technical and professional organizations. LINTEC & LINNHOFF Personnel shall exercise due care that any contact with competitors in such organizations complies with competition laws.